



KAMUZU UNIVERSITY
OF HEALTH SCIENCES

The Kamuzu University of Health Sciences (KUHeS) is a comprehensive health and allied sciences institution of higher learning with the primary aim of training health professionals who are globally competent but locally relevant.

In fulfillment of its vision and as part of its community engagement strategy, the University provides services at its Blantyre and Lilongwe Clinics, with one clinic situated at Mount Pleasant in Blantyre and the other at Old KCN campus in Lilongwe which operate outpatient services. The Blantyre Clinic has a team of thirty-two specialist doctors in different areas of speciality. The University Clinic is inviting applications from well-qualified Malawians to join the Clinic on the following positions:

1. Medical Director

Location: Blantyre

Position Summary

The successful applicant for the Clinic will play a crucial in providing overall strategic leadership for the growth of both Blantyre and Lilongwe Clinic sites. He/She will be required to provide overall leadership, monitor budgets, ensure the provision of high-quality patient care in compliance with regulatory bodies, and foster a collaborative and innovative healthcare environment.

The successful candidate will be given a two-year contract which is subject to renewal upon satisfactory performance and funds availability.

The Medical Director will report directly to the Clinic Advisory Board and the Kamuzu University of Health Sciences Management.

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Job Overview

Strategic Leadership:

- Develop and implement strategies for the KUHeS Private Clinic in alignment with the institution's vision, mission and goals that will contribute to the growth of the Clinic and the provision of excellent patient care.
- Provide visionary leadership to the medical staff, ensuring a patient-centric and evidence-based approach to healthcare.
- Develop policies and procedures for the clinic

Clinical Oversight:

- Oversee the quality and safety of medical care provided at the clinic.
- Collaborate with unit heads and medical staff to establish and maintain clinical protocols, guidelines, and best practices.
- Monitor and evaluate clinical outcomes, identifying areas for improvement and implementing necessary changes.

Medical Staff Management:

- Recruit, train, and supervise medical staff, fostering a culture of continuous learning and professional development.
- Conduct regular performance evaluations and provide feedback to ensure high-quality patient care.
- Oversee the activities of group physicians, including the recruiting and credentialing processes
- Demonstrate positive interpersonal relations in dealing with fellow employees

Collaboration and Communication:

- Foster effective communication and collaboration among medical

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professionals, administrative staff, and other departments within the University.

- Act as a liaison between the clinic and external healthcare organizations, fostering partnerships and collaborations.

Regulatory Compliance:

- Ensure compliance with all relevant laws, regulations, accreditation and standards.
- Stay abreast of changes in healthcare policies and regulations, implementing necessary adjustments to maintain compliance.
- Ensuring that licenses for all practitioners are up to date to prevent the prosecution or termination of the Clinic's services to the public.

Finance

- Collaborate with the administrative team to develop and manage the clinic's budget.
- Optimize resource allocation to enhance efficiency and effectiveness in clinic operations.

Quality Improvement Initiatives:

- Lead and participate in quality improvement initiatives, promoting a culture of continuous improvement in patient care and operational processes.
- Review clinic performance records from time to time, checking for productivity identifying the loopholes that are hindering high-level performance, and taking measures to put things for better results.
- Liaise with external consultants in evaluating clinic performance and policies to have a more professional opinion void of sentiments, and implement recommendations and changes to enhance productivity.

Research and Education:

- Support and encourage research activities within the clinic, collaborating with

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academic departments to enhance the institution's research profile.

- Facilitate educational programs and training sessions for medical staff and students.

Position Requirements

- Masters of Medicine (MMed) in Obstetrics and Gynecology/Pediatrics/Internal Medicine/Family Medicine/Surgery/Psychiatric/Emergency Medicine/Ophthalmology/Dermatology/Radiology
- Flexible to work in a fast growing, and changing environment.
- Excellent communication skills
- Able to work during odd hours

2. Pharmacist

The successful candidate will work with physicians and other clinical staff, as part of a medical care team to ensure patients receive their medications timely, in an efficient manner with all the necessary practical and clinical information and manage stock to ensure that their Clinic has enough stock for patient management at all times.

Job Description

- Accurately dispense medications prescribed by doctors by verifying prescription information and ensuring proper packaging and labeling.
- Provide thorough counseling to patients on the use, dosage, and potential side effects of prescribed medications.
- Participate in interdisciplinary team meetings to discuss patient cases and treatment plans.
- Collaborate on patient care initiatives and quality improvement projects.
- Provide information on over-the-counter medications, supplements, and potential drug interactions.
- Ensure compliance with regulatory requirements and uphold quality standards.
- Participate in continuous quality improvement initiatives within the clinic.

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- Stay informed about the latest developments in pharmacy practice and healthcare.
- Engage in continuous professional development to enhance knowledge and skills.
- Adhere to ethical standards and legal regulations governing pharmacy practice.
- Stay updated on changes in pharmacy laws and regulations.
- Be prepared to respond to medical emergencies within the clinic, including adverse drug reactions or overdoses.
- Proper management of stock to reduce frequent stockouts.

Position Requirements

- Bachelors of Science in Pharmacy
- Flexible to work in a fast growing, and changing environment.
- Excellent communication skills
- Able to work during odd hours
- Those trained in Customer Care have added advantage

Application Procedure

Applicants meeting the requirements indicated above should submit applications including copies of certificates and a detailed CV with names, emails and contacts of 3 traceable professional referees, (one of which must be from the most recent or current employer) to:

The Registrar
 Kamuzu University of Health Sciences
 Blantyre Campus
 Private Bag 360
 Chichiri
 Blantyre 3

Or

Email: recruitment@kuhes.ac.mw

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Applications should be submitted by the close of business on 23rd May, 2024. Those submitting via email should indicate the title of the post in the subject line. Only shortlisted candidates will be contacted.

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